

**Bonneville Power Administration  
Fish and Wildlife Program FY98 Watershed Proposal Form**

**Section 1. General administrative information**

**Title** ~~Implement Wy-Kan-Ush-Mi Wa-Kish-Wit~~  
**Watershed Restoration Plan Now**

**Bonneville project number, if an ongoing project** 8046

**Business name of agency, institution or organization requesting funding**

Columbia River Intertribal Fish Commission

**Business acronym (if appropriate)** CRITFC

**Proposal contact person or principal investigator:**

Name	<u>Don Sampson</u>
Mailing Address	<u>729 N. E. Oregon , Suite 200</u>
City, ST Zip	<u>Portland, Oregon</u>
Phone	<u>503-238-0667</u>
Fax	<u>503-235-4228</u>
Email address	<u></u>

**Subcontractors.**

Organization	Mailing Address	City, ST Zip	Contact Name
Pyramid Communication	1000 Lenora St. #415	Seattle, WA 98121	John Hoyt

**NPPC Program Measure Number(s) which this project addresses.**

Section 3: Coordinated Implementation, Research, Monitoring, and Evaluation,  
Subsection 3. 1D Subregional Process and Section 7: Coordinated Salmon Production and Habitat, Subsection 7.0A Identify and Implement Emergency Production and Habitat Actions in 1995 and 1996; 7.0B Ten-Year Implementation Plan for Production and Habitat Projects; 7.0C Regular Updating and Distribution of Subbasin Plans

**NMFS Biological Opinion Number(s) which this project addresses.**

None

## Other planning document references.

This project represents the principal activities of the Wy-Kan-Ush-Mi Wa-Kish-Wit  
Volume II Watershed Restoration Support and Development Program Workplan,  
October, 1997. The purpose is to support and coordinate salmon production and habitat  
restoration activities at the watershed level.

## Subbasin.

Subbasins within the ceded lands and usual and accustomed fisheries of the Yakama,  
Warm Springs, Nez Perce, and Umatilla Tribes where ongoing tribally sponsored or  
coordinated salmon production and habitat restoration activities are being implemented or  
planned. The primary focus will occur on the Walla Walla & Umatilla Subbasins with the  
Umatilla Tribe, the Yakima and Klickitat Subbasins with the Yakama Nation, the Salmon  
and Clearwater Subbasins with the Nez Perce Tribe, and the Hood and Deschutes  
Subbasins with the Warm Springs Tribe.

## Short description.

Tracking and coordinating tribal/subbasin projects through regional review and funding  
processes to ensure timely on-the-ground project implementation;  
Providing technical support to tribes & subbasin cooperators in developing and  
implementing scientifically sound and defensible projects;  
Providing technical support to tribes & subbasin cooperators in developing monitoring and  
evaluation plans for tribal & subbasin watershed protection and restoration projects;  
Supporting and developing tribal & subbasin efforts in public outreach and education on  
local and regional salmon and watershed restoration and protection in each subbasin.

## Section 2. Key words

Mark	Programmatic	Mark	Activities	Mark	Project Types
	Categories				
<u>X</u>	Anadromous fish	<u>      </u>	Construction	<u>X</u>	Watershed
<u>      </u>	Resident fish	<u>      </u>	O & M	<u>      </u>	Biodiversity/genetics
<u>      </u>	Wildlife	<u>      </u>	Production	<u>      </u>	Population dynamics
<u>      </u>	Oceans/estuaries	<u>      </u>	Research	<u>  +</u>	Ecosystems
<u>      </u>	Climate	<u>  +</u>	Monitoring/eval.	<u>      </u>	Flow/survival
<u>      </u>	Other	<u>  +</u>	Resource mgmt	<u>      </u>	Fish disease
		<u>X</u>	Planning/admin.	<u>  +</u>	Supplementation
		<u>  +</u>	Enforcement	<u>  +</u>	Wildlife habitat en-
		<u>      </u>	Acquisitions		hancement/restoration

## Other keywords.

Project tracking, comprehensive assessment, coordinated implementation, public education and support, Wy-Kan-Ush-Mi Wa-Kish-Wit

### Section 3. Relationships to other Bonneville projects

Project #	Project title/description	Nature of relationship
9608600	Clearwater sin Focus Watershed	Assist with regional /local public outreach & education, support subbasin M & E development, promote coordination of habitat enhancement with other projects, tracking and promote projects thru regional review processes
8335000	Nez Perce Tribal Hatchery - Clearwater Basin	Promote project implementation, maintain/develop project support, and public education on comprehensive subbasin approach
9607700	Meadow Creek Restoration - Clearwater Basin	Promote coordination of habitat enhancement with other subbasin activities, promote local and regional support and education
9706000	O'Hara Watershed Restoration - Clearwater Basin	Support coordination of habitat enhancement with other subbasin activities, promote local and regional support and education
9604300	Johnson Creek Artificial Propagation Enhancement O&M - Salmon Basin	Promote project thru public outreach, coordination, and tracking thru regional review processes
9303501	L.Red River Meadow Restoration Project - Salmon Basin	Coordinate habitat enhancement with other subbasin activities
9202603	Idaho Model Watershed Habitat Projects - Salmon Basin	Track and promote projects thru regional reviews and support regional education outreach on watershed restoration
8909802	Salmon Supplementation Studies - Salmon Basin	Promote project and coordination of assessment with overall subbasin activities
5522700	Enhanced Tribal Tributary Fish & Wildlife Law Enforcement -Salmon Basin	Integrate law enforcement activities with habitat monitoring and protection in subbasin
9506000	Umatilla River Riparian Corridors: Squaw Creek Watershed Project	Support coordination of habitat enhancement with other subbasin activities, promote local and regional support and education

9603501	Satus Watershed Restoration	Support coordination of habitat enhancement with other subbasin activities, promote local and regional support and education
9303000	Buck Hollow Watershed Enhancement	Support coordination of habitat enhancement with other subbasin activities, promote local and regional support and education
9604600	Walla Walla Watershed Habitat Enhancement	Coordinate habitat enhancement with other subbasin actions and local & regional education and planning processes with WWCounty, Tribe, & State
9601100	Juvenile fish screens & smolt traps on Walla Walla and Touchet Rivers	Promote project implementation and coordinate subbasin activities, provide support for overall monitoring and evaluation of subbasin projects
9601200	Adult Anadromous Fish Passage Improvement on Walla Walla River	Assist in project implementation and evaluation of adult returns, organize local support and educational outreach

#### Section 4. Objectives, tasks and schedules

Briefly describe measurable objectives and the tasks needed to complete each objective. Use Column 1 to assign numbers to objectives (for reference in the next table), and Column 3 to assign letters to tasks. Use Columns 2 and 4 for the descriptive text. Objectives do not need to be listed in any particular order, and need only be listed once, even if there are multiple tasks for a single objective. List only one task per row; if you need more rows, press Alt-Insert from within this table.

Obj 1,2,3	Objective	Task a,b,c	Task
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1	Provide comprehensive coordination and tracking of tribally sponsored watershed protection & restoration projects to ensure timely on-the-ground project implementation and cost sharing within each subbasin	<p>a Provide administrative &amp; management assistance to the Nez Perce, Umatilla, Yakama, and Warm Springs tribal fisheries programs to package and manage comprehensive watershed proposals and projects through the NPPC Fish and Wildlife Program peer review process, CBFWA review process, and BPA contracting process.</p> <p>b Provide coordination amongst tribes and other project cooperators within the subbasin to insure project proposals and project implementation actions are integrated within the subbasin and consistent with NPPC Fish &amp; Wildlife Program, Wy-Kan-Ush-Mi Wa-Kish-Wit, Multi-Year Implementation Plan, and the fishery managers goals and objectives for the subbasin.</p> <p>c Maintain a project tracking system for tribal/subbasin projects to monitor project implementation, fiscal management, local and regional project coordination and reviews, overall subbasin evaluation results and effectiveness .</p> <p>d Promote cost sharing of subbasin watershed projects with tribal, federal, state, local, and private agencies, organizations, and individuals by identifying and coordinating funding and implementation opportunities</p>
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2	Provide technical support to tribes in developing and implementing scientifically sound watershed restoration projects and promoting land management strategies which protect healthy salmon habitats within the subbasins	<p>a Establish a scientific technical team to assist tribal/subbasin project sponsors and implementors in developing guidelines and standards for watershed protection and restoration projects consistent with Wy-Kan-Ush-Mi Wa-Kish-Wit and the NPPC Fish &amp; Wildlife Program</p> <p>b Develop a watershed restoration handbook and an "easy reader" version of the Wy-Kan-Ush-Mi Wa-Kish-Wit watershed protection approach for tribal/subbasin cooperators</p> <p>c Provide technical support to tribes &amp; subbasin cooperators to assure federal, state, and private land managers develop and implement specific, accountable land management plans consistent with the biological needs of fish, their healthy habitats, and fishery management goals</p>
3	Provide technical support to tribes in developing comprehensive, integrated monitoring and evaluation plans for subbasin watershed protection and restoration projects	<p>a Compile and synthesize existing project information and inventory past actions and their effectiveness</p> <p>b Assist tribes &amp; subbasin cooperators in developing watershed assessment methods</p> <p>c Assist tribes &amp; subbasin cooperators in developing watershed-, subbasin- and project-level guidelines for monitoring and evaluation programs.</p>

4	Support and develop tribally sponsored effort in public outreach and education of subbasin watershed restoration projects and habitat protection strategies	a	Assist tribes and subbasin cooperators with public outreach through community based meeting, workshops, and field tours of on-the-ground watershed protection and restoration projects
		b	Promote opportunities for local partnerships by communicating in the local and regional media subbasin watershed restoration activities and document and publicize success stories using fact sheets, articles, video, and other media.

#### ***Objective schedules and costs***

<b>Objective #</b>	<b>Start Date mm/yyyy</b>	<b>End Date mm/yyyy</b>	<b>Cost %</b>
1	01/1998	12/1998	30%
2	03/1998	10/1998	20%
3	03/1998	10/1998	20%
4	4/1998	9/1998	30%

#### **Schedule constraints.**

Project review processes will affect the initiation of objective 1 since the scheduled completion for project selection and contracting will be after January, 1998.

#### **Completion date.**

2000 with renewal potential pending project results and success

### **Section 5. Budget**

List FY99 budget amounts for each category. If an item needs more explanation, provide it in the Note column. If the project uses PIT tags, include the cost (\$2.90/tag). **Be sure to enter a total on the last line: this is the amount of your budget request.**

<b>Item</b>	<b>Note</b>	<b>FY98</b>
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Personnel		
Program Manager	(.25 FTE @ \$55,000)	\$13,750
Project Coordinator	(.25 FTE @ \$31,000)	\$7,750
Hydrologist	(.25 FTE @ \$45,000)	\$11,250
Fishery Scientist	(.25 FTE @ \$48,000)	\$12,000
Fringe benefits	@ 31.5%	\$14,096
Supplies, materials, non-expendable property		\$1,000
Operations & maintenance		0
Capital acquisitions or improvements (e.g. land, buildings, major equip.)		0
PIT tags	# of tags:	0
Travel	(10 trips @ \$300/trip)	\$3,000
Indirect costs	@ 37.9%	\$26,851
Subcontracts	Public Outreach/Education Administrative Support (10 hrs/wk @ \$10/hr)	\$10,000 \$5,424
Other	8 community meetings @ \$1,000 meeting; includes meeting rooms, facilitation, publicity, etc.)	\$8,000



<b>TOTAL</b>		\$113,121
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### ***Outyear costs***

<b>Outyear costs</b>	<b>FY1999</b>	<b>FY00</b>	<b>FY02</b>	<b>FY03</b>
Total budget	\$150,000	\$150,000	0	0
O&M as % of total	0%	0%		

## **Section 6. Abstract**

Type here (provide answers in paragraph form)

The CRITFC Watershed Program Workplan is designed to provide effective and efficient coordination, process review, standardized subbasin watershed assessment and analysis, expedite on-the-ground implementation, and promote public awareness and education of watershed restoration and protection projects in eight major subbasins of the Columbia River. The workplan was developed in coordination with tribal fisheries programs of the Umatilla, Yakama, Warm Springs, and Nez Perce Tribes to implement focused watershed habitat restoration in coordination with salmon production in the Yakima, Klickitat, Walla Walla, Umatilla, Salmon, Clearwater, Hood, and Deschutes subbasins. The project is a 3 year pilot project beginning in 1998 to 2000. Project activities are the result of a workplan developed from and organized and consistent with the Wy-Kan-Ush-Mi Wa-Kish-Wit and the NPPC Fish & Wildlife Program.

## **Section 7. Project description**

### **a. Technical and/or scientific background.**

Type here (provide answers in paragraph form)

### **A. INTRODUCTION & TECHNICAL BACKGROUND:**

In June of 1997, the CRITFC created two "pilot projects" to test project management systems and techniques for the organization in implementing Wy-Kan-Ush-Mi Wa-Kish-Wit, the Tribal Salmon Restoration Plan. This project management experiment is part of an effort to provide better service and accountability to our member tribes in implementing efficient and effective salmon restoration in the Columbia Basin.

CRITFC's watershed program was chosen as a pilot project because of its interdisciplinary nature and its need for regular coordination with tribal programs. The newly formed "watershed team" has been working over the past few months to create a framework for CRITFC's Watershed Restoration Support and Development Program. This team consists of members from the Policy, Science, Finance, Public Information, Enforcement and Director's departments. The work of the team has been guided by the Director and Department Managers.

The watershed team's purpose over the short term was to "describe or delineate how CRITFC will assist and coordinate with the tribes' watershed restoration activities to efficiently improve watershed productivity."

As a first step in the process of creating a workplan for the watershed/habitat functions and services that CRITFC provides, the team identified key strengths, weaknesses, opportunities and threats facing tribal watershed protection and restoration activities and programs. The team then identified the tasks and functions that would address these key elements. In this way, the team produced a preliminary draft workplan which we distributed among tribal staff for review.

The watershed team met with tribal fisheries program managers to discuss the workplan and collect comments and suggestions. In addition, the draft workplan was forwarded to tribal legal, public relations and environmental protection staffs for review and comment. Tribal staff were asked to help identify priorities among a long list of potential tasks for the watershed team; the current draft has incorporated those comments and used them to help recommend priority functions.

## PURPOSE AND GOAL

Since the beginning of funding habitat restoration projects under the Fish and Wildlife Program, millions of dollars have been spent on habitat projects. However, there is growing recognition that this program has failed to halt the decline in fish runs, prevent the further loss of habitat quality and quantity, and restore watersheds. This failure is primarily because many of the habitat projects have been implemented piecemeal and ineffectively addressed symptoms of habitat degradation, while not the sources of degradation.

Project submission and selection under the F+W Program has also had shortcomings. Proposals have often lacked detail, were not based on watershed conditions, did not address land management concerns, and addressed only localized symptoms of habitat degradation. Many projects have been funded based on political considerations and agency affiliations rather than project merit. Together with ineffectiveness of the F+W Program in improving salmon habitat, this has resulted in calls for greater review and oversight regarding habitat improvement efforts.

More scrutiny will be given to habitat projects to ensure that they address the current condition of watersheds, streams, and habitats and that projects are effective. CRITFC and the tribes, along with state agencies, will have to defend their own restoration programs at the same time that they seek to correct existing deficiencies in restoration strategies and programs of other agencies. While challenges will be abundant, this atmosphere also provides numerous opportunities. CRITFC could assist the region and tribes reform habitat restoration programs and make them more efficient and effective, by developing guidelines for developing restoration projects, streamlining project selection,

monitoring project effectiveness, conducting watershed analyses, and providing data for assessments of large watersheds with multiple ownerships.

A pilot project having a 3-year time frame might be considered as one way to justify continued funding of tribal restoration efforts. The pilot project could identify responsibilities for both CRITFC staff and tribal staff, and demonstrate a mastery of restoration science, project management, and the effective working relationship among the tribes and CRITFC. With success in restoration planning and implementation, the tribes can strive to set the regional standard that others should follow with respect to methods, principles, and frameworks. A pilot project could also aid in justifying continuous funding. Site specific funding of independent projects runs the risk that funding would end with each project. If projects are framed within the scope of a comprehensive watershed restoration program, presumably less effort would need to be applied to justify individual projects or to sustain funding of multiple projects in a subbasin.

The CRITFC/tribal watershed pilot workplan and tasks should be a model demonstrating low process overhead and high productivity. It should provide an integration across the scientific/technical, communication, legal, policy, and management/administrative fields. Ideally, watershed tasks would be coordinated in their various scientific, policy, legal, etc. aspects. For example, in the process of creating a watershed analysis process that would be adequate for conducting watershed restoration and satisfying requirements of BPA, NPPC, and the ISRP/ISAB, the CRITFC/tribal communication team could publicize the process and principles, the policy department could address roadblocks to implementing it and attempting to ensure that federal agencies use comparable procedures.

#### GUIDING PRINCIPLES:

The Guiding Principles represent the team's understanding of the tribal approach to watershed protection and restoration, as described in *Wy-Kan-Ush-Mi Wa-Kish-Wit*. They are centered around a more effective and efficient approach to protecting and restoring habitat for anadromous fish. The team has used these principles as drivers in developing this workplan.

**a. Work to integrate production objectives into all habitat protection and restoration activities.**

**b. Place an emphasis on watershed protection (preventing degradation) over watershed restoration (repairing damage).**

**c. Incorporate principles of adaptive management into all activities.**

**d. Prioritize actions, not watersheds.**


**e. Levels and layers of process should decrease.**

\* Restoration programs can be made more efficient by reducing layers of process (external and internal) that saps staff time while yielding little in

return. The CITFC/tribal watershed pilot workplan and tasks should be a model demonstrating low process overhead and high productivity. It should provide an integration across the scientific/technical, communication, legal, policy, and management/administrative fields. Ideally, watershed tasks would be coordinated in the various scientific, policy, legal, etc. aspects. For example, in the process of creating a watershed analysis process that would be adequate for conducting watershed restoration and satisfying requirements of BPA, NPPC, and the ISRP/ISAB, the CRITFC/tribal communication team could publicize the process and principles, the policy department could address roadblocks to implementing it and attempting to ensure that federal agencies use comparable procedures.

## **B. Proposal Objectives**

**Objective 1. Provide comprehensive coordination and tracking of tribally sponsored watershed protection and restoration project to ensure timely on-the-ground project implementation and cost sharing within each subbasin.**

Task 1.1  Provide administrative and management assistance to the tribes' fisheries programs in packaging and managing comprehensive watershed proposals and projects through the NPPC Fish and Wildlife Program peer review process, CBFWA review process, and BPA contracting process.

**Rationale and History:** This task entails providing assistance to tribal program managers and staff as they develop and promote proposals for BPA/NPPC funding. At present, the Fish and Wildlife Program provides the vast majority of funding for tribal watershed protection and restoration activities; developing technically sound habitat proposals and ensuring that they are funded is critical to the implementation of the Tribal Salmon Restoration Plan. The prioritization process for watershed (and other) proposals for BPA funding is currently an onerous one. Program managers commit a significant number of hours each year to defending proposals for habitat work against technical criticism and political attack. Over the longer term, the solutions to this problem involve shifting the NPPC/BPA process to a multi-year budgeting system, developing a subregional approach to selecting and funding watershed activities which will streamline the process, and developing regional standards and guidelines for watershed protection and restoration activities (these tasks are discussed in the Scientific/Technical and Policy sections). In the short-term, however, the watershed team must provide interim assistance to tribal

programs in navigating through this process and developing and implementing successful watershed projects.

Task 1.2 Provide coordination amongst tribes and other project cooperators with the subbasin to insure project proposals and project implementation actions are integrated within the subbasin and consistent with the NPPC Fish and Wildlife Program, Wy-Kan-Ush-Mi Wa-Kish-Wit, Multi-Year Implementation Plan, and the fishery managers goals and objectives for the subbasin.

**Rationale and History:** This tasks provides for regular communications with tribes and subbasin cooperators to identify and clarify, at the technical and policy levels, that overall goals and objectives for the subbasins are being met by coordinate actions and efforts in the subbasin. Periodic meetings with affected fishery managers and subbasin cooperators will be scheduled to review projects status and results. In subbasins (ie. Salmon/Lemhi) where Watershed Councils are already formed, efforts will be made to utilize existing coordination groups and assist in improving local and regional coordination efforts.

Task 1.3 Maintain a project tracking system for tribal/subbasin projects to monitor project implementation, fiscal management, local and regional project coordination and reviews, and overall subbasin evaluation results and effectiveness .

**Rationale and History:** Under the Memorandum of Understanding (MOA), and as a result of public concern about the management of Fish and Wildlife Program funding by federal, state and tribal project sponsors, scientific and fiscal accountability is critical to watershed project implementation. Since 1996, CRITFC has maintained a simple tracking system to monitor implementation of tribal watershed protection and restoration projects funded by BPA. The system contains information about submittal and approval of proposals and contracts, project leaders and cooperators, project locations and activities, and current project status. This information is used by tribal and CRITFC staff for outreach and publicity purposes, and also serves to keep Commissioners and managers apprised of progress on watershed activities. Further, projects specific to the identified subbasin (Yakima, Klickitat, Umatilla, Walla Walla, Salmon, Clearwater, Deschutes, and Hood Rivers) will monitored for fiscal expenditures, regional review status, and compilation and summary of subbasin results and effectiveness. The subbasin projects will be tracked in coordination with the tribes, subbasin cooperators, CBFWA , NPPC and BPA project staff. An annual status report highlighting overall annual and accrued results for each subbasin will be prepared for review and use by the tribes, subbasin cooperators, NPPC, and BPA.

Guiding Principles: This task relates primarily to the Guiding Principle on adaptive management. Maintaining a tracking system facilitates information exchange and learning, particularly in the areas of fiscal accountability and project management (though it should be noted that the tracking system focuses on implementation of projects or administrative management, rather than scientific effectiveness of projects). Recording and highlighting implementation obstacles or roadblocks encountered by project leaders serves to alert and inform other project leaders, who may then avoid them on future projects. In addition, this comprehensive, centralized source of basic information on tribal watershed projects reduces the number of routine information requests that project leaders must respond to, thereby helping to reduce the administrative, process-oriented burden.

Task 1.4 Promote cost sharing of subbasin watershed projects with tribal, federal, state, local, and private agencies, organizations, and individuals by identifying and coordinating funding and implementation opportunities.

**Rationale and History:** In addition to BPA funded fish and wildlife restoration efforts, many states, federal agencies, counties, tribes, cities, conservation groups, and private individuals have established funds and organized efforts to assist in salmon restoration. Organizations such as Oregon's Governor's Watershed Enhancement Board, Healthy Stream Partnerships, Salmon and Stream Restoration Committee, and others have created funding and organizations to work on watershed restoration. Often these newly created organizations aren't aware of ongoing activities or partnerships and the opportunities to cost share on complimentary watershed restoration projects in subbasins. A concerted effort will be made to contact and connect all available resources that can contribute to joint watershed restoration projects in each subbasin. Key contacts, funding mechanisms, model programs, and subbasin watershed organizations will be identified and pooled in a common resource directory for each subbasin.

**Objective 2. Provide technical support to tribes in developing and implementing scientifically sound watershed restoration projects and promoting land management strategies which protect healthy salmon habitats within the subbasins.**

Task 2.1 Establish a scientific technical team to assist tribal/subbasin project sponsors and implementors in developing guidelines and standards for watershed protection and restoration projects consistent with Wy-Kan-Ush-Mi Wa-Kish-Wit and the NPPC Fish & Wildlife Program.

**Rationale and History:** The primary goal of watershed work is to increase salmon production. Guidelines and standards for projects would ensure that projects contribute to rebuilding salmon runs; they would also ensure that adaptive management is instituted by incorporating monitoring, which could increase accountability. Standards and guidelines, if properly crafted, could minimize layers of process and expedite effective

projects. History indicates that a vast amount of money and effort has been and continues to be squandered on ineffective projects that do not benefit salmon. The guidelines would serve a role as criteria for evaluation of projects submitted for funding. They could identify cases where analysis of impacts of a project should be made and to determine if watershed assessment is always necessary before initiating certain restoration projects. If the approach is successful, standards and guidelines could re-direct effort and money into approaches and projects that benefit salmon. A report which identifies and explains guidelines and standards would be developed and distributed to the tribes and subbasin cooperators.

Task 2.2 Develop a watershed restoration handbook and an easy reader version of the Wy-Kan-Ush-Mi Wa-Kish-Wit.

**Rationale and History:** The handbook would be an elaboration on the standards and guidelines, including their bases, developed in the previous task. Guiding Principles: Development of the handbook would be based on guiding principles, e.g. evaluate and recommend restoration efforts based on their benefits to salmon production, consistency with adaptive management, etc. If adopted, the substance of the handbook could be used to reduce layers of process by simply providing a template for the type of restoration activities that should (and shouldn't) be funded and implemented. It might also help funnel more money into useful measures by siphoning it away from the many worthless to damaging projects that continue to be funded at great expense. The handbook would have utility in guiding project selection in tribal restoration efforts and could be recommended as a regional guide for all agencies to follow. A handbook would include both performance standards and monitoring recommendations.

Task 2.3 Provide technical support to tribes and subbasin cooperators to assure federal, state, and private land managers develop and implement specific, accountable land management plans consistent with the biological needs of fish, their habitats, and fishery management goals.

**Rationale and History:** Tribal staff often need technical assistance on a wide variety of issues related to watersheds and salmon. One example might be helping tribal staff develop restoration project proposals. Another major category of assistance is reviewing and commenting on proposals for land management activities that affect habitat, habitat assessment, and other assessment or management approaches. Guiding Principles: While technical assistance usually revolves around guiding principles, this transcends those principles. CRITFC staff would implement a strategy for scientific outreach to gain support for the tribal watershed approach (ISG, ISRP, broader scientific community).

**Objective 3. Provide technical support to tribes in developing comprehensive, integrated monitoring and evaluation plans for subbasin watershed restoration and protection activities.**

Task 3.1 Assist tribes in compiling and synthesizing existing watershed and subbasin-scale information on baseline habitat condition and trend for each of the subbasins. (please note: this is not intended as a prerequisite to implementing watershed protection/restoration measures).

**Rationale and History:** In order to perform a watershed analysis on any watershed, data will have to be collected. The tribes all have some information available on fish habitat and watershed condition. Other information is available from the USFS, BLM, ASCS, the states, and environmental groups. Other information is available in the form of aerial photos that may need to be analyzed for watersheds of concern. This may be especially true for private land areas in ceded lands. Information collected, mapped, and analyzed in the future may depend upon the parameters identified in development of watershed analysis procedures.

Task 3.2 Assist tribes and subbasin cooperators in developing watershed assessment methods. Identify types of information and data to be collected by watershed and subbasin that would be required in a watershed analysis.

**Rationale and History:** It will be necessary to conduct some sort of watershed analysis. Guiding Principles: If an effective proactive approach is taken, CRITFC could develop a watershed analysis template that incorporates guiding principles, such as requiring that only important information is collected and that analytical efforts are not burdensome, and, instead, relate to salmon production, help institute watershed protection, adaptive management, and effective actions.

Task 3.3 Assist tribes and subbasin cooperators in developing watershed-, subbasin- and project-level guidelines for monitoring and evaluation programs.

**Rationale and History:** Monitoring is critical to ensuring accountability and instituting adaptive management, so that project selection and implementation is improved, improving efforts to increase salmon survival, over the long run. Guiding Principles: Over time, data can be used to prioritize activities, and, possibly streamline project selection, thereby reducing layers of process. Monitoring data can also be used to illustrate tribal watershed restoration "success stories" and aid in outreach to the scientific community.



**Objective 4. Support and develop tribally sponsored efforts in public outreach and education for subbasin watershed restoration and protection projects.**

Task 4.1 Assist tribes and subbasin cooperators with public outreach through community based meetings, workshops, and field tours of on-the-ground watershed protection and restoration projects.

**Rationale & History:** The tribes and CRITFC have taken the lead in public involvement and education on watersheds in the Columbia Basin. In February of 1996, CRITFC and its four member tribes hosted the first Columbia Basin Watershed Alliances Workshop in Pendleton, Oregon. This workshop focused on developing and strengthening community-based partnerships for watershed restoration and salmon recovery. This workshop was attended by over 200 participants including tribal representatives, federal and state agency representatives, members of local watershed councils and conservation districts, county commissioners, environmental, sportfishing and agricultural advocacy groups, public utility representatives, private landowners and interested citizens. In February of 1997, two smaller Watershed Alliances Workshops were held: one in Ellensburg, Washington, for the Upper Mid Columbia subregion, and one for the Lower Mid Columbia subregion in Hood River, Oregon. These workshops focused on implementing a community- and science-based approach to watershed restoration; they were each attended by over 100 people. Notably, the workshops have exposed outside interests to tribal science and resource management capabilities. This has helped to dispel inaccurate views of tribal capability in leading resource management efforts. Guiding Principles: The workshops provided an opportunity to communicate the principles of the tribal watershed approach (including putting fish back in the rivers, protection over restoration, and adaptive management) to a broad audience, from federal and state land managers to private landowners and interested citizens.

Task 4.2 Promote opportunities for local partnerships by communicating in the local and regional media subbasin watershed restoration activities and document and publicize success stories (watershed protection, restoration, and supplementation) using fact sheets, articles, video, and other media.

**Rationale & History:** The lack of understanding by the general public of watershed issues and the perceived threat restoration has to public interest and lifestyles has created an obstacle to consensus and action in watershed restoration. In the face of uncertainty, environmental and public interests have chosen to maintain the status quo, possibly not realizing that doing so poses its own threats.

CRITFC and the tribes have attempted to enlighten the public and allay such concerns by documenting and publicizing fisheries success stories (Umatilla River, Hanford Reach, Salmon Corps). Imparting these successes has proven to be an effective communications tool--one the watershed team believes would benefit from a heightened emphasis. Guiding Principles: Articles, videos, public speaking and other media could be developed to specifically address and highlight the roles production, adaptive management and watershed protection have played in making these stories a success. The goal is to promote understanding and support for tribal watershed activities.

**c. Rationale and significance to Regional Programs.**

Type here (provide answers in paragraph form)

See project description Section 7

**d. Project history**

Type here (provide answers in paragraph form)

See project description Section 7

**e. Methods.**

Type here (provide answers in paragraph form)

See project description Section 7

**f. Facilities and equipment.**

Type here (provide answers in paragraph form)

No special facilities or equipment are necessary.

**g. References.**

Type here (provide answers in paragraph form)

*Wy-Kan-Ush-Mi Wa-Kish-Wit (Spirit of the Salmon)*. Columbia River InterTribal Fish Commission. 1995.

## Section 8. Relationships to other projects

Type here (provide answers in paragraph form)

See Project description Section 7

## Section 9. Key personnel

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### 1. **PROGRAM MANAGER:** Donald Sampson

**Project Duties:** Coordinates policy and technical analysis and recommendations on watershed restoration activities with Tribal fisheries programs and CRITFC Fisheries Science Dept, Policy Dept., and Public Information Dept. Serves as principal liaison with NPPC, BPA, CBFWA, and other federal, state, and local fishery agencies in the planning, funding, and implementation of tribal watershed restoration efforts. Manages watershed project tracking process and project review, contracting, and evaluation activities.

**FTE:** .25 (.75 funded by BIA, EDA, EPA)

**Education:** Bachelor of Sciences, Fisheries Management, University of Idaho, 1985.

**Current Employer:** Columbia River Intertribal Fish Commission  
729 NE Oregon, Suite 200  
Portland, OR 97232

Position: Watershed Dept. Manager  
Duration: Dec. 1998- present

### **Current Duties:**

- \* Provide overall leadership and management of the CRITFC Watershed Department.
- \* Manage and monitor Watershed Dept. budgets and activities for consistency with CRITFC Annual Workplan.
- \* Supervise Watershed Dept. staff and assign Watershed Workplan objectives and tasks.
- \* Provide technical and policy support to member tribes in the planning, funding, and implementation of subbasin watershed activities.

### **Previous Employment:**

Chairman - Board of Trustees, Confederated Tribes of the Umatilla Indian Reservation.  
1993-1997.

Fisheries Resource Coordinator, Columbia Basin Fish & Wildlife Authority. 1990-1993

Sr. Fisheries Biologist. Confederated Tribes of the Umatilla Indian Reservation. 1985-1990

2. **PROJECT COORDINATOR:** Megan Callahan

**Project Duties:** Provides assistance to tribes and their subbasin cooperators in developing, funding, implementing, and publicizing watershed protection and restoration projects throughout the Columbia Basin. Tracks and coordinates tribal watershed projects through the BPA/NPPC review, selection and funding processes. Assists with public outreach and education activities. Helps identify non-BPA funding sources for new and ongoing projects.








**FTE:** .25 (.75 FTE funded through other sources)

**Education:** Master of Marine Affairs, University of Washington, 1995.  
Bachelor of Arts (International Studies), Lewis & Clark College, 1993.

**Current Employer:** Columbia River Inter-Tribal Fish Commission  
729 NE Oregon, Suite 200  
Portland, OR 97232

Position: Watershed Project Coordinator  
Duration: June 1995 - present

**Current Duties:**

-  Provide support in development, implementation, coordination and outreach for tribal watershed programs and projects.
-  Plan and coordinate workshops, develop public outreach/education materials and activities to involve watershed communities in planning and implementation of watershed protection and restoration projects.
-  Act as watershed program contact for coordination among member tribes, watershed councils and community groups, business and industry, and state, federal and local government agencies.
-  Perform research and develop policy recommendations for Commission.
-  Assist member tribes in developing partnerships and securing regional funding for watershed restoration activities. Track planning and implementation of federal, state, regional and local legislation, plans and programs for natural resources.
-  Research and identify funding opportunities; develop, submit and track proposals.
-  Manage timelines and budgets.

**Previous Employment:**

Research Assistant: Dr. Warren Wooster, former Chairman of the North Pacific Marine Science Organization (PICES). University of Washington. January 1994 - March 1995.

Researched history and development of PICES through archived documents and interviews with founders and participants. Published and presented research findings.

Environmental Policy Assistant: Council of Europe, Department of Environmental Affairs. Strasbourg, France. January - May 1992.

Attended Council meetings pertaining to European and global environmental issues; prepared briefs and reports in English and French.

**Publications:**

"Tribes Sponsor Watershed Workshops". Wana Chinook Tymo, Issue 1, 1997.

"Wy-Kan-Ush-Mi Wa-Kish-Wit: Spirit of the Salmon". Watershed Events, Spring 1996. The PICES Papers. Warren S. Wooster and Megan M. Callahan, editors. PICES, 1995.

3. **SENIOR FISHERY SCIENTIST:** Dale A. McCullough

**Project Duties:** Provides technical assistance to tribes and subbasin cooperators in developing and implementing scientifically sound watershed protection and restoration projects. Provides assistance in developing and implementing monitoring and evaluation programs for watershed projects. Helps ensure that meeting habitat needs of anadromous fish is the primary objective of watershed restoration activities.






**FTE:** .25 (.75 FTE funded through other sources)

**Education:** Ph.D. in Fisheries, Oregon State University, 1988.  
M.S. in Biology, Idaho State University, 1975.  
B.S. in Zoology, Ohio University, 1970.

**Current Employer:** Columbia River InterTribal Fish Commission  
729 NE Oregon, Suite 200  
Portland, OR 97232

Position: Fishery Scientist  
Duration: September 1985 - present

**Current Duties:**

-  Oregon Dept. of Environmental Quality Temperature Committee member
-  Develop screening process for evaluating land management actions under the Endangered Species Act
-  Develop monitoring plan for use in federal land management
-  Develop model of fish habitat quality/fish survival
-  Develop and evaluate data bases for watersheds significant to anadromous fish

- ✎ Represent CRITFC on technical committees dealing with fish habitat protection and monitoring such as Washington's Timber/Fish/Wildlife Program
- ✎ Develop theoretical principles and practical procedures for classification of watersheds and streams
- ✎ Provide technical assistance to tribes and their partners on a variety of issues as requested

### **Previous Employment:**

Research Assistant: College of Oceanography, Oregon State University. July 1983 - September 1985.

Radiochemical analyses of marine and river sediments using solvent extraction, ion exchange, electrodeposition, precipitation. Analysis of alpha, beta, and gamma radiation spectra using multichannel analyzers. Estimation of sediment budget for McNary Reservoir.

Consultant: Oregon State University, Fisheries Department. May - June 1982.

Designed equipment and procedures for sampling aquatic invertebrates and sediments from the Willamette River by SCUBA for a U.S. Army Corps of Engineers project. Assisted with collection of fish and measurement of water characteristics.

Research Assistant: Oregon State University, March 1978 - May 1982.

Developed a system and methodology for classification of watersheds and streams under Environmental Protection Agency funding.

### **Publications:**

Espinosa, F.A., Jr., J.J. Rhodes, and D.A. McCullough. 1997. The failure of existing plans to protect salmon habitat on the Clearwater National Forest in Idaho. J. Env. Management 49 (2):205-230.

McCullough, D.A., and F.A. Espinosa, Jr. 1996. A monitoring strategy for application to salmon-bearing watersheds. Tech. Report 96-5. Columbia River InterTribal Fish Commission, Portland, OR. 170 pp. + appendices.

McCullough, D.A. 1995. Scientific literature on the temperature requirements of salmonid fishes. Appendix D. In: 1992-1994 Water Quality Standards Review. Final issue papers. Oregon Department of Environmental Quality, Portland, OR.

Cuenco, M.L. and D.A. McCullough. 1995. Framework for estimating salmon survival as a function of habitat condition. Tech. Report 96-4. Columbia River InterTribal Fish Commission, Portland, OR. 107 pp. + appendices.

Rhodes, J.J., D.A. McCullough and F.A. Espinosa, Jr. 1994. A coarse screening process for evaluation of the effects of land management activities on salmon spawning and rearing








habitat in ESA consultations. Tech. Report 94-4. Columbia River InterTribal Fish Commission, Portland, OR. 127 pp. + appendices.

4. **HYDROLOGIST:** (vacant)

**Project Duties:** Provides on-the-ground technical assistance to tribes and subbasin cooperators in the identification, design, and implementation of watershed protection and restoration projects and programs. Works with local watershed groups and landowners to provide education and technical assistance in land and water management. Assists with the development of monitoring and evaluation plans to gauge the success of watershed activities. Evaluates and analyzes water quality/habitat data, management plans and monitoring programs; develops recommendations to ensure the protection of fish habitat.

**FTE:** .25 (.75 FTE to be funded through other sources)

**Education and Qualifications:** This position is currently vacant. The qualifications for the position have been advertised as follows:

-  M.S. in Hydrology, Aquatic Biology/Ecology, or closely related field, or a B.S. in one of the above with three years professional experience
-  Demonstrable skills and experience working with tribes and state and federal agencies to resolve water quality issues, working with watershed restoration efforts involving coordination with landowners, and facilitating technology transfer
-  Demonstrated ability to provide critical analysis of technical literature; ability to write proposals for watershed restoration programs and projects, and to design effective research or monitoring programs to investigate fish habitat responses to land and water management and restoration practices
-  Knowledge of key legal bases for land and water quality management and regulation
-  Excellent written and oral communication skills
-  Ability to interact and work with a variety of people, particularly tribal members
-  Proficiency with word processing, spreadsheet and data management applications

5. **COMMUNICATIONS CONSULTANT:** Pyramid Communications

**Project Duties:** Provides assistance to tribes and subbasin cooperators in developing communication and outreach strategies to promote watershed protection and restoration at the local and regional levels. Assists in the preparation of fact sheets, news articles, videos and educational materials; assists with the planning of tours, workshops, and special events.

**General Qualifications and Experience:** Pyramid Communications is a Seattle-based strategic communications consulting firm with services ranging from public education and

media campaigns to coalition building, government affairs and strategic communications planning. Pyramid works with a broad array of clients from both the private and public sectors including federal, state, local and tribal governments, coalitions, foundations and other non-profit organizations. Pyramid's work with Native clients has been extensive, ranging from subsistence, salmon restoration, Native resource preservation and voter education to land use, gaming and media training.

Some of Pyramid's recent projects include:

#### Alaska Federation of Natives

Native Vote '96 and '98 voter education campaigns, 1996-1997

Coordinated the '96 statewide voter education and Get-Out-The-Vote campaign through grassroots and mass-media marketing in order to increase voter turnout and political participation in Native villages across Alaska. Over 3,000 additional Alaskan Natives registered to vote.

#### Confederated Tribes of Colville Indian Reservation

Gaming public education campaign, 1997

Developed and implemented a strategic communications plan to garner support from policy makers and the general public for Tribal gaming operations. Created education/outreach packet for meetings with Governor Locke and other statewide officials; developed and implemented vendor outreach that resulted in support from over 180 businesses; facilitated spokesperson training to Council members; conducted outreach to key third party supporters; and prepared PSAs and feature stories around the 125th Anniversary of the Confederation.

#### Mashantucket Pequot Tribal Nation

Legislative outreach and gaming public education, 1996

Provided overall strategic consultation to the Washington, D.C. office on government and community outreach efforts. Conducted a national media analysis, developed a 32-page color brochure and implemented a print media campaign.

#### Natural Resources Defense Council, American Rivers, and the Sierra Club

Media outreach, 1995

Released *Changing the Current: Affordable Strategies for Salmon Restoration in the Columbia River Basin*, an economic study revealing evidence that affordable electricity and restored salmon runs can co-exist. Created press materials including briefing sheets, a press release and media advisory, and coordinated press conferences and editorial board visits.

#### Northwest Conservation Act Coalition

Strategic planning and media outreach, 1996



Coordinated a public outreach campaign for the Northwest Conservation Act Coalition's media efforts surrounding the Comprehensive Energy Review. In this role, Pyramid promoted media coverage on the Comprehensive Review's draft energy proposal and related public hearings, with special attention to the ramifications on the environment, salmon, and consumers.

## **Section 10. Information/technology transfer**

Type here (provide answers in paragraph form)

See Project description Section 7